

Safer recruitment checklist

At attraction stage



We have included a statement in job adverts for roles that require the person to work in regulated activity that it's a criminal offence for people who are barred from working with vulnerable adults, children or both to apply for roles that require them to work unsupervised with that group.

At application stage



We have shared information with applicants on the level of criminal record checks required for the role and at what point in the recruitment process disclosure is required.

At shortlisting stage



We have asked applicants to complete a criminal record self-declaration appropriate to the role (whether covered by the Rehabilitation of Offenders Act 1974 (ROA) or exempt).

After conditional job offer

